

**Ministry of Education**

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**2019: B05**

**MEMORANDUM TO: Directors of Education**

**FROM:** Andrew Davis  
Assistant Deputy Minister  
Education Labour and Finance Division

**DATE:** February 1, 2019

**SUBJECT:** **CUPE Violence Prevention Training**

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Letter of Understanding #15 of the Canadian Union of Public Employees (CUPE) central terms provides that the Crown would fund the development or purchase of a training program on the prevention of violence for employees whose core duties require them to work directly in contact with students who may pose a safety risk.

The Crown retained the services of the Ontario Education Services Corporation to develop a training program on leading practices in debriefing after a critical incident.

The training program is formatted as a video PowerPoint document with live videos embedded within. Two versions are available: one is designed for use during an instructor-led presentation and the other is designed for online training. The instructor-led and online versions cover the same information about the importance and mechanics of effective staff debriefing and both are available in English and French.

Letter of Understanding #15 further provides that school boards employing education workers represented by CUPE will consult with local unions regarding the implementation of the training program.

The program may be accessed at [www.debriefing.ca](http://www.debriefing.ca).

Original signed by

Andrew Davis

Assistant Deputy Minister

Education Labour and Finance Division

cc: Sharon Duffy, Ontario Catholic School Trustees' Association  
Janet Edwards, Ontario Public School Boards' Association  
Jennifer Lamarche-Schmalz, Association des conseils scolaires des écoles  
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Véronique-Anne Towner-Sarault, L'Association franco-ontarienne des conseils  
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